

HEALTH & SAFETY PROGRAMS

Empowering the farmworker community through health
and safety education, resources and advocacy.



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United States Environmental Protection Agency

NATIONAL FARMWORKER TRAINING PROGRAM

EPA GRANT #84000401

YEAR 1 – FINAL REPORT (APRIL 1, 2021 – MARCH 31, 2022)

FARMWORKERS RECEIVING TAKE-HOME MATERIALS AFTER RECEIVING
WPS AND HSP TRAINING IN CALIFORNIA



ASSOCIATION OF FARMWORKER OPPORTUNITY PROGRAMS

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JUNE 2022

COOPERATIVE AGREEMENT OVERVIEW

The Environmental Protection Agency (EPA) Cooperative Agreement # 84000401 with the Association of Farmworker Opportunity Programs (AFOP) supports a national education and training pesticide safety program aimed at reducing exposure to pesticides for agricultural workers, their families, and the agricultural community. AFOP Health & Safety Program's reach is singularly able to provide a robust national network of dedicated pesticide safety trainers and agricultural employers in multiple states.

The main goal of this grant is to reduce pesticide exposure and heat related illnesses among farmworkers and their families. AFOP achieves this goal through the delivery of a culturally appropriate, bilingual pesticide safety education program called the **National Farmworker Health & Safety Training Program (NFTP)**, or better known as the "training program." Through this program, AFOP's works to benefit America's farmworkers and H-2A visa farmworkers, positively affect agricultural communities throughout the U.S., and raise awareness regarding the environmental justice impact of pesticides. AFOP accomplished these objectives by:

- Facilitating the delivery of Worker Protection Standard (WPS) training to migrant, seasonal farmworkers, and foreign H-2A visa farmworkers through national bilingual certified pesticide safety educators.
- By training, providing technical support and developing and handing out materials and training tools to existing and new pesticide safety educators.
- By developing training and educational materials utilizing English, Spanish, and Haitian-Creole in a low-literacy format to provide health and safety education to farmworker families, who are primarily Latino, to raise awareness about take-home and in-home pesticide exposure and mitigate the risk of exposure to their children.

Through this grant, AFOP seeks to expand its National Farmworker Training Program (NFTP) through additional operating training sites, network of trainers, and social media presence. As reflected in this proposal, AFOP's main goal is to empower the nation's farmworkers through health and safety education and resources to secure healthier and safer lives. AFOP will achieve this goal through the implementation of its proven, successful program that utilizes an established network of 250 certified trainers to provide pesticide safety education to migrant and seasonal farmworkers through targeted outreach, trainings, and material development, and also through a concentrated communications strategy to reach 180,000 farmworkers during the 5-year cooperative agreement.

During the first year of this cooperative agreement, AFOP will establish its presence in 31 states, with a network of 260 trainers that will provide health and safety trainings to 36,000 farmworkers. AFOP will grow its presence on social media and will strive to become the "go-to" organization that farmworkers trust entirely to find information related to pesticide safety and heat stress prevention. In addition, AFOP will implement a Pilot project using WPS verification cards to learn about farmworkers migrant streams, if they receive multiple WPS trainings in one year, and more.

PLANNED VS. ACTUALS

AFOP's National Farmworker Training Program (NFTP) is a well-established training program that began in 2013. Because of its growth and success, AFOP was able to begin this cooperative agreement running at a fast pace.

Every year, the NFTP program year begins in January and ends in December. During the months of January, AFOP was able to begin its program year with 35 participating organizations with 146 fully certified trainers to provide Worker Protection Standard, and heat stress prevention training to the farmworker community. Between January to March, AFOP was able to train and certify:

- 168 certified WPS trainers via PERC's online course
- 180 AFOP's train-the-trainer course certification via webinar
- 0 AFOP's in person train-the-trainer course certification

In summary, as of today, AFOP has:

- 35 participating sites.
- 146 new and returning certified trainers

Below is a list of participating sites by state:

	STATE	ORGANIZATION		STATE	ORGANIZATION
1	AL	Telamon Corp.	19	NC	Telamon Corp.
2	CA	Proteus, Inc.	20	ND	MET, Inc.
3	CA	*SER Corp.	21	NE	Proteus, Inc.
4	CT	*New England Farm Worker Council	22	NH	*New England Farm Worker Council
5	DE	Telamon Corp.	23	NJ	PathStone Corp.
6	FL	*Fw Career Development Prog.	24	NM	MET, Inc.
7	GA	Telamon Corp.	25	NY	PathStone Corp.
8	HI	*MEO, Inc.	26	OH	PathStone Corp.
9	IA	Proteus, Inc.	27	PA	PathStone Corp.
10	ID	*Community Council of Idaho	28	PR	PathStone Corp.
11	IL	Illinois Migrant Council	29	SC	Telamon Corp.
12	IN	Proteus, Inc.	30	TX	MET, Inc.
13	LA	MET, Inc.	31	VA	Telamon Corp.
14	MA	*New England Farm Worker Council	32	VT	PathStone Corp.
15	MD	Telamon Corp.	33	WA	Opportunities Industrialization Ctr.
16	ME	*Maine Mobile Health Prog., Inc.	34	WV	Telamon Corp.
17	MN	MET, Inc.	35	WY	MET, Inc.
18	MT	Rural Employment Opportunities	* = new sites		

For this program year, we lost two important sites, in Oregon and Nevada due to Covid. They received state funds to focus their efforts in Covid-19 prevention, vaccination campaign, and other activities related to mitigate the virus. We are working hard to have them enroll again.

On the other hand, we were lucky to recruit eight new sites in the following states of California, Connecticut, Florida, Hawaii, Idaho, Massachusetts, Maine, New Hampshire. We added a new site to

California, and although we lost a site in Maine, we were able to recruit an organization in the same state.

During the course of this grant, AFOP will conduct activities to meet the proposed planned goals. These are the following:

1. **PLANNED GOAL:** Provide **Worker Protection Standard (WPS)** training to **20,000** low-income, migrant, seasonal and foreign H-2A visa farmworkers through a national network of multilingual (English/Spanish/Haitian-Creole) certified pesticide safety educators utilizing EPA's approved WPS curriculum flipchart developed by AFOP.

Overall, a total of 8,079 farmworkers received WPS training.

- 6,940 farmworkers were men
- 1,139 farmworkers were women
- 47 farmworkers were children under 16 years old
- 7,482 WPS pre/post tests were conducted

AFOP was not able to complete the planned goal due to many COVID-19 challenges which include:

- Many ag employers were not allowing trainers to come to the farms due to fear of exposing their workers to Covid.
- Other factor affecting the trainings due to Covid, were that many participating organizations were working from home, had to layoff many of their staff, or even had to shut down their operations.
- Also, due to Covid many farms have shut down their operations.
- Some farms have trained their own admin staff to provide WPS trainings to their employees, therefore AFOP trainers have had to become creative to market the trainings.

Despite all the challenges, AFOP was able to impact a great number of farmworkers during the first year of this grant.

2. **PLANNED GOAL:** Provide take-home pesticide exposure training to **5,000** farmworker families utilizing EPA's approve **Limiting Exposures Around Families (LEAF)** with the add on of **Pesticide Exposure & Pregnancy (PEP)** flipchart curriculum developed by AFOP.

AFOP did not reach the 5,000 farmworkers trained in LEAF by 187 workers trained. However, trainers were able to provide PEP training to almost 3,000 farmworkers. Overall, AFOP was able to accomplish the following:

- 4,817 farmworkers received LEAF
- 2,926 PEP training
- For a total of 134.73 contact hours.

3. **PLANNED GOAL:** Provide **Heat Stress Prevention (HSP)** training as consequence of pesticide exposure to **10,000** farmworkers utilizing the Occupational Safety and Health Administration (OSHA) approved flipchart curriculum.

AFOP was able to train a great number of farmworkers on heat stress prevention by providing life saving skills and tools to protect themselves and their coworkers. AFOP was able to accomplish the following:

- 8,510 farmworkers received Heat Stress Prevention training
- For a total of 219.15 contact hours.

4. **PLANNED GOAL:** Provide pesticide safety training to **1,000** farmworker children to instill awareness of the dangers of pesticide and mitigate exposure to pesticide utilizing AFOP's recently updated pesticide safety curriculum for children called **Jose Learns About Pesticides** (*Jose Aprende Sobre los Pesticidas*).

AFOP was able to train some farmworker children between ages 4-10.

- 48 farmworker children received Jose Learns About Pesticide training
- For a total of 1.67 contact hours.

5. **PLANNED GOAL:** Develop and distribute, through key partnership, pesticide safety educational material and resources utilizing a low-literacy and multilingual format to provide continued emphasis of lessons learned during the trainings.

Overall, a total of 143,213 materials were distributed during this cooperative agreement. The material will serve as a refresher and reminder of the lessons learned during the training sessions. These amounts represent materials that were sent to sites to start the program year as well as replenishing materials throughout quarter one.

All of the materials distributed have key messages to reinforce the messages taught in each training.

- 15,903 Laundry Bags
- 12,959 Bandanas
- 13,612 WPS Pocket Size Brochures
- 8,500 LEAF Pocket Size Brochures
- 8,470 PEP Pocket Size Brochures
- 16,950 Heat Stress Prevention Pocket Size Brochures
- 11,500 Heat Stress Prevention Hand Fans

6. **PLANNED GOAL:** Provide training and certification, technical assistance and material support to 250 currently active educators and grow the number of trainers as available and possible.

During this year AFOP was able to provide 13 train-the-trainer training session to a total of 153 trainers.

- 37 new trainers were trained and certified to provide WPS, PST and HSP
- 116 returning trainers were trained and certified to provide WPS, PST and HS
- For a total of 1,004 contact hours.

7. **PLANNED GOAL:** Grow AFOP's Health and Safety network of followers and partners through a well-conceived and implemented strategic communications and outreach campaign to raise awareness about the difficulties farmworkers face, how to prevent them, and what to do in case of an emergency.

Communicating and educating about pesticide safety and heat stress is vital. In addition to providing training, we have educated farmworkers, employers, stakeholders, and the general public through social media, and targeted campaigns.

SOCIAL MEDIA: AFOP has grown its reach on social media by increasing followers and their engagement.

- **FACEBOOK: 1,383 followers**

	# OF POSTS	GROWTH	REACH
QTR1	127	52	16,889
QTR2	81	21	6,731
QTR3	95	21	3,045
QTR4	98	16	9,068
TOTAL	401	110	35,733

- **TWITTER: 846 followers**

	# OF POSTS	GROWTH	REACH
QTR1	31	7	10,205
QTR2	64	5	6,197
QTR3	64	0	3,875
QTR4	90	10	7,457
TOTAL	249	22	27,734

- **INSTAGRAM: 1,165 followers**

	# OF POSTS	GROWTH	REACH
QTR1	94	80	15,188
QTR2	74	30	11,630
QTR3	64	146	24,444
QTR4	113	268	45,764
TOTAL	345	524	97,026

- **EDUCATIONAL VIDEOS PUBLISHED ON SOCIAL MEDIA AND YOUTUBE:**

	VIDEOS	VIDEOS VIEWS
QTR1	34	10,938
QTR2	21	13,685
QTR3	15	23,636
QTR4	9	13,463
TOTAL	79	61,722

EVENTS: AFOP conducted several events to highlight the issues farmworkers face, provide vital information on how to avoid pesticide exposure and how to prevent a heat-related illness. These events were the following:

- **May 2021 – National Farmworker Women’s Health Week**

AFOP partnered with 48 non-AFOP member organizations and 15 of AFOP’s membership to expand our voice via social media. AFOP developed a webpage as a resource for our partners with a comprehensive social media TOOL KIT, that included: social media guide, daily posts (English & Spanish), daily editable banners.

During this event, AFOP in partnership with the Hispanic Communications Network, AFOP disseminated 2 radio PSAs with key messages for farmworkers with tips on how to protect themselves and their families from pesticide exposure.

- Impressions: 2,333,400
- Radio Stations Integration: 223
- Mini Program Integration: 6
- Individual Airing: 1,338

In an effort to raise awareness, AFOP published a press release announcing this event. The impact was the following:

- Unique Hits: 292
- Total Hits: 358
- Headline Impressions: 43,264
- Click Rate: 83%

Also, the Hispanic Communications Network (HCN) published their own press release that provided additional exposure to this event.

- Pick up: 97
- Engagement Actions: 32
- Views and Hits: 2,570
- Audience: 10,899,098

- **July 2021 – National Heat Stress Prevention Training Marathon Week**

AFOP partnered with 15 non-AFOP members and AFOP’s membership, to expand our voice via social media about the potential health risks of suffering from a heat related illness. AFOP developed resource for our partners with a comprehensive social media TOOL KIT, that included: daily posts (English & Spanish), daily editable banners.

- HSPTM social media campaign impact:
 - o Audience: 4, 673 accounts
 - o Total Posts: 11
 - o Total Shares: 188
 - o Partnerships: 8
- A total of 1,098 farmworkers were trained during the training marathon.

- **March 2022 – National Long-Sleeve Shirt Drive during Nat’l Farmworker Awareness Week**

A total of 44 organizations, non-AFOP-members, and AFOP members joined our week of action: National Long-Sleeve Shirt Drive 2022. These organizations hosted Shirts Drives all over the

United States and Puerto Rico, covering more than 25 states and 112 official drop-off locations, **collecting over 13,515 long-sleeve shirts for farmworkers**. (updated total number of shirts collected)

8. **PLANNED GOAL:** Develop a **pilot project/system** that will help track if workers are receiving WPS training on an annual basis as required by law.

During the first year of this pilot project, AFOP was able to distribute a total of **6,270** WPS verification cards. After the analyzing the data, we did not encounter any duplicates. Therefore, analyzing the migrant stream was inconclusive. AFOP will be able to provide more data, as PY2 ends.

9. **PLANNED GOAL:** Conduct one **site monitoring visit** per quarter to ensure trainers are providing accurate information to the farmworker community through identified training topics, effective and interactive activities, and group control.

AFOP was able to complete 3 monitoring site visits during PY1. The first visit was conducted in New Jersey, and EPA was present via TEAMS. During this visit AFOP was able to provide technical assistance, interact with employer and workers, bring training materials and take-home materials, and monitor a training session that included WPS and Heat Stress trainings.

The second monitoring visit was conducted in North Carolina. During this visit, AFOP was able to coach the new participating site coordinator with the program goals, and requirements. Also, AFOP was able to provide technical assistance to the trainers. In addition, AFOP was able to interact with farmworkers and employers, and observe WPS, Heat Stress and Chemical Hazard Communication Training.

The third monitoring visit was conducted in Virginia. AFOP was able to observe a WPS and heat stress prevention training. The crew leader was very friendly, his daughter also worked at the nursery and was helping the daughter make sure the nursery stayed up to code and was extremely happy to show off all of that they were following laws, had eye washing station, decontamination area, central posting with posted warnings, and pesticide information.

10. **PLANNED GOAL:** Develop/update and **conduct training evaluations** that will provide feedback about the effectiveness of training, areas of needed improvement, worker demographics, and more.

In order to know if farmworkers are learning and absorbing the information provided during WPS trainings, AFOP conducts pre/post test to measure the knowledge transferred. Here are the overall results:

67% answered correctly Pre-Q#1 < 75% answered correctly Post Q#1 = 8% increased knowledge overall	1. Pesticides can be found on plants, the ground, produce, in the air or on your clothes.
65% answered correctly Pre-Q#2 < 74% answered correctly Post-Q#2 = 9% increased knowledge overall	2. Signs of pesticide exposure include sweating, vomiting, dizziness, headache, muscle pain, and skin rashes.

66% answered correctly Pre-Q#3 < 75% answered correctly Post-Q#3 = 8% increased knowledge overall	3. You should shower immediately if pesticides get on your skin or clothes.
62% answered correctly Pre-Q#4 < 75% answered correctly Post-Q#4 = 13% increased knowledge overall	4. You need to bring the pesticide label and the safety data sheet with you when you go to the doctor for pesticide exposure.
65% answered correctly Pre-Q#5 < 75% answered correctly Post-Q#5 = 9% increased knowledge overall	5. To avoid pesticide exposure you should always wash your hands before eating, drinking, smoking, or using the bathroom at work.
64% answered correctly Pre-Q#6 < 74% answered correctly Post-Q#6 = 11% increased knowledge overall	6. It is important to follow instructions and signs about not entering areas where pesticides are being used.
43% answered correctly Pre-Q#7 < 68% answered correctly Post-Q#7 = 25% increased knowledge overall	7. Your boss can punish you for leaving an area where pesticides are being sprayed.
43% answered correctly Pre-Q#8 < 68% answered correctly Post-Q#8 = 27% increased knowledge overall	8. When you get home from work you must immediately take-off your shoes and clothes, and shower to prevent exposing yourself and your family to pesticide residues.
61% answered correctly Pre-Q#9 < 74% answered correctly Post-Q#9 = 13% increased knowledge overall	9. Your boss must arrange for your transportation to a doctor if you get sick from pesticides while working.

CORRECT ANSWERS	APRIL – JUNE 2021						
	Total Fws	Pre	% Correct	Post	% Correct	Increase	
Q1	1,842	1,683	91%	1,822	99%	139	8%
Q2	1,842	1,619	88%	1,817	99%	198	11%
Q3	1,842	1,702	92%	1,821	99%	119	6%
Q4	1,842	1,646	89%	1,817	99%	171	9%
Q5	1,842	1,732	94%	1,825	99%	93	5%
Q6	1,842	1,677	91%	1,806	98%	129	7%
Q7	1,842	1,048	57%	1,642	89%	594	32%
Q8	1,842	805	44%	1,552	84%	747	41%
Q9	1,842	1,627	88%	1,798	98%	171	9%
KNOWLEDGE INCREASE		Correct Pre	82%	Correct Post	96%	Overall	14%

CORRECT ANSWER	JULY – SEPTEMBER 2021						
	Total Fws	Pre	% Correct	Post	% Correct	Increase	
Q1	2,061	1,867	91%	2,045	99%	178	9%
Q2	2,061	1,835	89%	1,962	95%	127	6%
Q3	2,061	1,871	91%	2,030	98%	159	8%
Q4	2,061	1,794	87%	2,035	99%	241	12%
Q5	2,061	1,848	90%	2,034	99%	186	9%
Q6	2,061	1,796	87%	2,025	98%	229	11%
Q7	2,061	1,285	62%	1,832	89%	547	27%
Q8	2,061	1,131	55%	1,828	89%	697	34%
Q9	2,061	1,746	85%	1,995	97%	249	12%
KNOWLEDGE INCREASE		Correct Pre	82%	Correct Post	96%	Overall	14%

CORRECT ANSWER	OCTOBER – DECEMBER 2021						
	Total Fws	Pre	% Correct	Post	% Correct	Increase	
Q1	1,272	1,059	83%	1,256	99%	197	15%
Q2	1,272	986	78%	1,252	98%	266	21%
Q3	1,272	950	75%	1,261	99%	311	24%
Q4	1,272	808	64%	1,259	99%	451	35%
Q5	1,272	894	70%	1,259	99%	365	29%
Q6	1,272	886	70%	1,250	98%	364	29%
Q7	1,272	614	48%	1,167	92%	553	43%
Q8	1,272	615	48%	1,177	93%	562	44%
Q9	1,272	818	64%	1,248	98%	430	34%
KNOWLEDGE INCREASE		Correct Pre	67%	Correct Post	97%	Overall	31%

CORRECT ANSWER	JANUARY - MARCH 2022						
	Total Fws	Pre	% Correct	Post	% Correct	Increase	
Q1	485	428	88%	478	99%	50	10%
Q2	485	412	85%	479	99%	67	14%
Q3	485	433	89%	477	98%	44	9%
Q4	485	370	76%	480	99%	110	23%
Q5	485	423	87%	484	100%	61	13%
Q6	485	404	83%	480	99%	76	16%
Q7	485	294	61%	443	91%	149	31%
Q8	485	360	74%	411	85%	51	11%
Q9	485	382	79%	481	99%	99	20%
KNOWLEDGE INCREASE		Correct Pre	80%	Correct Post	97%	Overall	16%

SUMMARY	Total Participants: 7,482					
	PRE		POST		INCREASE	
Q1	5,037	67%	5,601	75%	564	8%
Q2	4,852	65%	5,510	74%	658	9%
Q3	4,956	66%	5,589	75%	633	8%
Q4	4,618	62%	5,591	75%	973	13%
Q5	4,897	65%	5,602	75%	705	9%
Q6	4,763	64%	5,561	74%	798	11%
Q7	3,241	43%	5,084	68%	1,843	25%
Q8	2,911	39%	4,968	66%	2,057	27%
Q9	4,573	61%	5,522	74%	949	13%
	PRE	59%	POST	73%	14%	

11. PLANNED GOAL: Develop and **conduct program monitoring and evaluations** to demonstrate and determine impact outcomes, as well as further refine the effectiveness of the trainings and facilitate program improvements.

AFOP conducted a program evaluation with its trainers and site coordinators. The overall results of the evaluation are that trainers are very content with the program.

Some of the positive feedback include:

- 99% NFTP is easy to implement
- 99% Like the curricula used to train, and 84% said it was easy to conduct trainings
- 100% Like the training tools used to conduct NFTP trainings
- 99% Find very useful the take-home materials provided for farmworkers
- 80% Find that PERC materials are very useful and 99% found it's easy to understand
- 71% Find the WPS verification card easy to implement
- 89% Enjoy participating in the National Long Sleeve Shirt Drive event

In the evaluation, trainers made recommendations and mentioned some dislikes, these were the following:

- 35% of trainers mentioned that entering data is time consuming
- 35% of trainers don't like to do pre/post tests because is time consuming
- 66% visit PERC's website for more information or download materials

During the fourth quarter, AFOP began to implement some of ideas and suggestions made by our trainers. For example:

- Provided a site coordinator orientation prior the program starting. (Jan 4, 7). A site coordinator, is the liaison between AFOP and trainers. This person is in charge of overlooking paperwork is

submitted on time, that materials have been received, helps motivate trainers, tracks trainings, etc.

- Divided the train-the-trainer sessions to meet the needs/requirements of new and returning trainers.
- Incorporated a quarterly check-in for our site coordinators to report back to us in a uniform way what is happening in their respective states.

QUARTERLY DELIVERABLES (Year 1)

	PLANNED	Q1	Q2	Q3	Q4	TOTAL
Participating Sites	30	31	31	31	34	
Trainings (Total Farmworkers)	36,000	6,121	8,949	7,194	3,739	26,003
• Worker Protection Standard (WPS)	20,000	2,163	2,783	2,179	954	8,079
• Limiting Exposures Around Families (LEAF)	2,500	1,219	2,105	1,635	527	5,486
• Pesticide Exposure & Pregnancy (PEP)	2,500	516	714	1,241	455	2,926
• Jose Learns About Pesticides (JA)	1,000	23	16	9	0	48
• Heat Stress Prevention (HSP)	10,000	2,200	3,331	2,130	849	8,510
Total FW WPS Training Contact Hours		1,173.2	1,145.85	941.36	34.51	3,295
Trainings (Total Employers)		143	138	82	31	394
• Worker Protection Standard (WPS)	As many as possible	63	42	29	14	134
• Limiting Exposures Around Families (LEAF)		15	29	19	7	63
• Pesticide Exposure & Pregnancy (PEP)		4	10	16	0	30
• Jose Learns About Pesticides (JA)		1	0	2	0	3
• Heat Stress Prevention (HSP)		60	57	16	10	133
Total Employer WPS Trng. Contact Hrs.		10.32	22.45	13.76	8.4	55
Train-the-Trainer		2	2	0	10	14
• Webinar	As many as needed	2	2	0	10	14
• In-person		0	0	0	0	0
Network of Trainers						
• Total Trainers recruited and trained/certified	250	254	256	257	146	
Pilot Project: WPS Verification Card						
• WPS verification card distribution	As many as possible	1,561	1,773	1,256	1,680	6,270
Take-Home Materials Distribution						
• Laundry Bags	As many as possible	12,403	1,500	1,000	1,000	15,903
• Bandanas		9,459	1,500	1,000	1,000	12,959
• WPS Pocket Size Brochures		9,112	1,500	1,500	1,500	13,612
• LEAF Pocket Size Brochures		7,000	500	500	500	8,500
• PEP Pocket Size Brochures		6,970	500	500	500	8,470
• HSP Pocket Size Brochures		12,450	1,500	1,500	1,500	16,950
• Hand Fans		7,000	1,500	1,500	1,500	11,500
Training Sessions (Overall)		265	400	513	246	1,424
• Total WPS Training Sessions	As many as possible	109	129	123	79	440
• Total LEAF Training Sessions		30	88	101	53	272

• Total PEP Training Sessions		17	34	59	35	145
• Total Jose Arende Training Sessions		2	1	2	0	5
• Total Heat Stress Prev, Training Sessions		107	148	127	79	461
WPS Pre/Post Test						
• Total WPS Pre/Post Test Conducted		1,842	2,061	1,272		6,997
Partnerships & Collaborations						
• Total Partnership/Collaborations by AFOP	As many as possible	65	15	6	42	129
• Total Partnership/Collaborations by Trainers		5	21	1	3	36
Events						
• Nat'l Long-Sleeve Shirt Drive (NFAW) – March 2022	Collect 10,000 shirts				13,515	13,515
• Nat'l Farmworker Women Health Week – May 2021	Social Media Campaign and 500 fw women trained	Total trained 8 / 65 partner organizations				73
• Nat'l Heat Stress Prevention Training Marathon Week (NHSPTMW)	Train 1,000 farmworkers		1,098 farmworkers trained			1,098
Site Visits						
• Total Site Visits Conducted	2-4	0	2	0	1	3
Social Media						
• Facebook Followers	As many as possible	1,298	1,298	1,298	1,326	1,326
• Twitter Followers		829	829	829	826	826
• Instagram Followers		724	724	724	870	870
• Social Media Engagement (%)		Growth: 15% 4,637 actions	Growth: .96% Reach: 24, 558 accts. Engagement: 2, 042	Growth: 5.56% Reach: 31,298 accts. Engagement: 1,843		Growth: 21% Reach: 60,493. Engagement: 3,885
Radio PSAs – Pesticide Safety Messages	2	2				2
• Impressions	As many as possible	2,333,400				2,333,400
• Radio Stations Integration	As many as possible	223				223
• Mini Program Integration	As many as possible	6				6
• Individual Airing	As many as possible	1,338				1,338
Educational Videos	As many as possible	34	21	15	7	74
Blog Articles	As many as possible	4	0	0	0	4
Interviews	As many as possible	1	0	0	1	2
Press Releases	3	1	0	0	1	2

TRAINING PARTNERSHIP/COLLABORATIONS

PY 1: QTR 1

DATE	STATE	ORGANIZATION'S NAME
4.21.21	MD	CAMP Project
4.23.21	IN	Anthem; Indiana Legal Services
6.29.21	IN	Migrant Education Center
6.29.21	IN	Indiana Legal Services
6.29.21	IN	Purdue Puentes Project

PY 1: QTR 2

DATE	STATE	ORGANIZATION'S NAME
7.6.21	NE	Migrant Education Center
7.6.21	NE	Department of Labor
7.6.21	IN	Migrant Education
7.6.21	IN	Indiana Legal Services
7.9.21	IN	Indiana Legal Services
7.13.21	IN	Indiana Legal Services
7.13.21	IN	Mexican Consulate
7.13.21	WA	WorkSource MSFW Worker
7.15.21	IN	Indiana Legal Services
7.15.21	IN	Migrant Education
7.15.21	IN	Mexican Consulate
7.20.21	NE	Department of Labor
7.20.21	NE	Migrant Education
7.29.21	OR	Oregon Employment Department
7.29.21	OR	Interface Network
8.3.21	IN	East Coast Migrant Head Start Program
8.17.21	OR	Oregon Employment Department
8.17.21	OR	Statesman Journal
8.26.21	IN	East Coast Migrant Head Start Program
9.15.21	WA	WorkSource MSFW Outreach Worker
9.15.21	OR	Oregon Employment Department

PY 1: QTR 3

DATE	STATE	ORGANIZATION'S NAME
11.12.21	WA	WorkSource MSFW
11.15.21	WA	WorkSource MSFW Outreach Worker
12.10.21	WA	WorkSource
12.10.21	WA	CAFE
12.17.21	WA	WorkSource
12.30.21	WA	WorkSource

PY 1: QTR 4

DATE	STATE	ORGANIZATION'S NAME
1.14.2022	WA	WorkSource
1.28.2022	WA	WorkSource

3.18.2022	WA	WorkSource Yakima
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SPECIAL PARTNERSHIPS/COLLABORATIONS (SOCIAL MEDIA & OTHER EFFORTS)		
PY 1: QTR 1		
DATE	STATE	ORGANIZATION'S NAME
5.9-15.21	Non-AFOP member	Ag Health & Safety
5.9-15.21	Non-AFOP member	Alianza Nacional de Campesinas
5.9-15.21	Non-AFOP member	CA Domestic
5.9-15.21	Non-AFOP member	California Vanpool Authority
5.9-15.21	Non-AFOP member	CAMP-Eastern Washington University
5.9-15.21	Non-AFOP member	Camperinos Org.
5.9-15.21	Non-AFOP member	Center for Farmworker Families
5.9-15.21	Non-AFOP member	Center for Food Safety
5.9-15.21	Non-AFOP member	Central Florida JWJ
5.9-15.21	Non-AFOP member	Centro de los Derechos del Migrante Inc.
5.9-15.21	Non-AFOP member	College Assistance Migrant Program
5.9-15.21	Non-AFOP member	College Assistance Migrant Program at ASU
5.9-15.21	Non-AFOP member	Cultivate Safety
5.9-15.21	Non-AFOP member	DEED
5.9-15.21	Non-AFOP member	Direct Action for Farmworkers
5.9-15.21	Non-AFOP member	Eastern Regional Alliance for Farmworker Advocates
5.9-15.21	Non-AFOP member	Enlace Latino
5.9-15.21	Non-AFOP member	Equitable Food Initiative - EFI
5.9-15.21	Non-AFOP member	EVH's Orgullo
5.9-15.21	Non-AFOP member	EWU Camp 2021
5.9-15.21	Non-AFOP member	Fair Food Nation
5.9-15.21	Non-AFOP member	Fair World Project
5.9-15.21	Non-AFOP member	Farm 2 People la
5.9-15.21	Non-AFOP member	Farmworker Advocacy Network
5.9-15.21	Non-AFOP member	Farmworker Association of Florida
5.9-15.21	Non-AFOP member	Feast Down East
5.9-15.21	Non-AFOP member	Food Integrity Campaign
5.9-15.21	Non-AFOP member	Green America
5.9-15.21	Non-AFOP member	Health Outreach Partners
5.9-15.21	Non-AFOP member	Hispanic Communications Network
5.9-15.21	Non-AFOP member	Idaho State University HEP
5.9-15.21	Non-AFOP member	Illinois Migrant Council
5.9-15.21	Non-AFOP member	Informe Agrícola PR
5.9-15.21	Non-AFOP member	Mexican American Council
5.9-15.21	Non-AFOP member	Mujeres Rising
5.9-15.21	Non-AFOP member	National Center for Farmworker Health
5.9-15.21	Non-AFOP member	National Children's Center for Rural and Agricultural Health and Safety
5.9-15.21	Non-AFOP member	National Farm Medicine Center
5.9-15.21	Non-AFOP member	National Migrant and Seasonal Head Start Association
5.9-15.21	Non-AFOP member	Northwest Center for Alternatives to Pesticides

5.9-15.21	Non-AFOP member	Organization of Latin American Students
5.9-15.21	Non-AFOP member	Pacific Northwest Agricultural Safety and Health Center
5.9-15.21	Non-AFOP member	PNASH Center
5.9-15.21	Non-AFOP member	Salisbury University
5.9-15.21	Non-AFOP member	Student Action with Farmworkers
5.9-15.21	Non-AFOP member	The Farmworker Project
5.9-15.21	Non-AFOP member	The Funky Latina
5.9-15.21	Non-AFOP member	Women's Wire
5.9-15.21	Non-AFOP member	Western Center for Agricultural Health & Safety, UC Davis
5.9-15.21	AFOP member – AL	AL Telamon Corporation
5.9-15.21	AFOP member – CA	CA – Proteus Inc.
5.9-15.21	AFOP member – GA	GA – Telamon Corporation
5.9-15.21	AFOP member – IA	IA – Proteus Inc.
5.9-15.21	AFOP member – ID	ID – Community Council of Idaho
5.9-15.21	AFOP member – IN	IN – Proteus Inc.
5.9-15.21	AFOP member – MD/DE	MD/DE – Telamon Corporation
5.9-15.21	AFOP member – MT	MT - Rural Employment Opportunities
5.9-15.21	AFOP member – NC	NC – Telamon Corporation
5.9-15.21	AFOP member – NE	NE – Proteus Inc.
5.9-15.21	AFOP member – OR	OR – Oregon Human Development Corp.
5.9-15.21	AFOP member – PA	PA – PathStone Corporation
5.9-15.21	AFOP member – SC	SC – Telamon Corporation
5.9-15.21	AFOP member – VA/WV	VA/WV – Telamon Corporation
5.9-15.21	AFOP member – WA	WA - OIC

PY 1: QTR 2

DATE	STATE	ORGANIZATION'S NAME
7.11.21	AFOP member – AL	AL Telamon Corporation
7.11.21	AFOP member – CA	CA – Proteus Inc.
7.11.21	AFOP member – MD/DE	MD/DE– Telamon Corporation
7.11.21	AFOP member – NC	NE – Proteus Inc.
7.11.21	AFOP member – GA	GA – Telamon Corporation
7.11.21	AFOP member – NE	NE – Proteus Inc.
7.11.21	AFOP member – IN	IN – Proteus Inc.
7.11.21	AFOP member-MD	MD- Telamon Corporation
7.11.21	AFOP member-NY	NY– PathStone Corporation
7.11.21	AFOP member-NJ	NJ– PathStone Corporation
7.11.21	Non AFOP member	OIC of Washington
7.11.21	AFOP member – OR	OR – Oregon Human Development Corp.
7.11.21	Non AFOP member	Mexican American Council
7.11.21	Non AFOP member	Illinois Migrant Council
7.11.21	AFOP member – NC	NC– Telamon Corporation

PY 1: QTR 3

DATE	STATE	ORGANIZATION'S NAME
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11.2.21	Non AFOP member	"A Better Balance: The Work & Family Legal Center"
PY 1: QTR 4		
DATE	STATE	ORGANIZATION'S NAME
	Non-AFOP member	CAMP @ Adams State University
	Non-AFOP member	College Assistance Migrant Program at Valdosta State University
	Non-AFOP member	El Vínculo Hispano/ Hispanic Liaison
	Non-AFOP member	EPA - Office of Pesticide Programs
	Non-AFOP member	EWU College Assistance Migrant Program
	Non-AFOP member	Farmworker Career Development Program-Manatee
	Non-AFOP member	John Bowne High School Agriculture Program
	Non-AFOP member	Latin Hispanic Alliance at Appalachian State University
	Non-AFOP member	Migrant Education Program
	Non-AFOP member	New England Farm Workers Council
	Non-AFOP member	Rural Employment Opportunities
	Non-AFOP member	Shenandoah Valley Migrant Education
	Non-AFOP member	Uni of Idaho CAMP
	Non-AFOP member	University of Rochester Dining Team Green
	Non-AFOP member	Wenatchee Valley College
	AFOP member – ID	ID- CC of Idaho
	AFOP member – CA	CA- CVOC
	AFOP member – FL	FL- FCDP
	AFOP member – HI	HI- MEO
	AFOP member – TX	TX- MET
	AFOP member – CT	CT- NEFWC
	AFOP member – MA	MA- NEFWC
	AFOP member – NH	NH- NEFWC
	AFOP member – WA	WA- OIC of Washington
	AFOP member – NJ	NJ- PathStone
	AFOP member – NY	NY- PathStone
	AFOP member – OH	OH- PathStone
	AFOP member – PA	PA- PathStone
	AFOP member – PR	PR- PathStone
	AFOP member – VT	VT- PathStone
	AFOP member – CA	CA- Proteus
	AFOP member – IA	IA- Proteus
	AFOP member – IN	IN- Proteus
	AFOP member – NE	NE- Proteus
	AFOP member – MT	MT- REO Montana
	AFOP member – CA	CA- SER Jobs
	AFOP member – DE	DE- Telamon
	AFOP member – GA	GA- Telamon
	AFOP member – MD	MD- Telamon
	AFOP member – NC	NC- Telamon
	AFOP member – VA	VA- Telamon
	AFOP member – WV	WV- Telamon

What are AFOP trainers and sites saying....

AFOP has requested each participating site to send a brief description and/or quotes of the activities they are performing in their state. Overall, they have said.....

This is what each state had to say during this quarter:

STATE	COMMENT (QUOTE/DESCRIPTION OF ACTIVITIES)
AL – Telamon	Staff had begun training, but we were not able to retain staff member that was fully certified; so now we are working to get back on track. We are working with a severe staff deficit.
CA – Proteus	Had a couple of trainings, conducted outreach and promoted the long sleeve shirt drive. Worked really hard to collect and count shirts for National Long sleeve shirt event; it was a total success this year 632 long sleeve shirts were collected. Having some difficulty getting into farms to train; some ranchers pay a private insurance company to provide training to field workers.
CA – Ser	Trainings have begun as well as the advertisement of free trainings for farmworkers. In the process we have gained a ton of contacts. Although, we weren't successful in our long sleeve shirt drive, we had a few dropped off at our office.
CT – New England	Staff got certified and are getting organized to start the pesticide training. They still haven't had clients available because we haven't begun the outreach season yet. We hope not to have problems with our goals this coming quarter, and all the staff are excited to start training. In our first activity with the long sleeve shirt drive event, we obtained the amount of 196 shirts.
DE – Telamon	No trainings have been conducted this quarter. Local growers and nurseries have been contacted in attempts to schedule training; in-office training is also scheduled and will be conducted with NFJP clients. Now that we have recruited and hired new staff to train, and they are certified we are adjusting our focus to setting up trainings for our growers and nurseries.
FL – Fw Career	Pesticide safety and heat stress trainings have begun and have been delivered in both English and Spanish. The participatory reminders (bandanas and laundry bags were a big hit).
GA – Telamon	
HI – MEO	During this first quarter, all four (4) MEO staff assigned to this project completed the training programs and are now certified to carry out the trainings throughout the state of Hawaii. A training outreach calendar will be confirmed following the AFTP Training scheduled for April 12, 2022. MEO staff are currently in meetings with the State Monitor Advocate to conduct outreach with farms at which time the training schedule will be shared.

	<p>In MEO's first year participating in the National Long Sleeve Shirt Drive the team were able to secure more than eight (8) drop off locations included all four (4) counties (each on its own island) AJC throughout the state, four (4) MEO office locations across three (3) islands, and a local credit union bank. MEO hosted a Hispanic Resource Fair on March 26, 2022, in conjunction with the Mexican Consulate visit. The staff used this opportunity to promote the drive and received many donations over the weekend of the event. Press releases and social media posts (meoinc.org) also advertised the event and at the end of the drive MEO met its donation goal. The final count of long-sleeved shirts collected are 158.</p> <p>Quotes: "I couldn't believe how much people wanted to participate in the shirt drive. It's a good way to connect with the community and spread awareness about heat stress and training opportunities." MEO Staff.</p>
IA – Proteus	<p>The first Quarter of the year is always a slower one as the migrant farmworkers have not begun to arrive yet. Workers will begin to arrive in the state during the 2nd and 3rd quarter and will receive trainings at that time. As of March 31, we had not been able to provide any trainings yet.</p> <p>With the end of March being farmworker awareness week, we did receive some donations of long sleeve shirts. We didn't have the large donations like we usually do, but we did end up collecting 55 shirts. These will all be able to go to good use to protect the workers as they are working in the fields in the coming months. We will be distributing them at our trainings.</p> <p>Our program specialists are now reaching out to the crew leaders to begin planning for when they will arrive. Most haven't settled on exact date yet but will likely be toward the end of June / early July.</p>
ID – CCI	
IL – IMC	
IN – Proteus	<p>Staff continues practicing flipchart materials/trainings becoming more familiar with content, while conducting outreach and becoming trusted contacts to farmers to provide trainings to farmworkers.</p> <p>We've been very successful in the Vincennes region of the state, providing trainings and making sure that farmworkers fully understand their rights and how to better assist one another in case of an emergency.</p>
LA – MET	<p>At this time, there are no activities to report. Trainings are normally performed during enrollment.</p> <p>This program year has produced more clients outside of our local service area, which has made it difficult to conduct trainings for them. Also, due to the pandemic, many our local clients choose to not come into our local office.</p>

MA – New England	<p>Staff got certified and are getting organized to start the pesticide training. They still haven't had clients available because we haven't begun the outreach season yet. We hope not to have problems with our goals this coming quarter, and all the staff are excited to start training.</p> <p>In our first activity with the long sleeve shirt drive event, we obtained the amount of 100 shirts raised.</p>
MD – Telamon	<p>Because Maryland and Delaware share training staff our outcomes and challenges for this quarter are the same.</p> <p>No trainings have been conducted this quarter. Local growers and nurseries have been contacted in attempts to schedule training; in-office training is also scheduled and will be conducted with NFJP clients.</p> <p>Now that we have recruited and hired new staff to train, and they are certified we are adjusting our focus to setting up trainings for our growers and nurseries.</p>
ME – MMHP	<p>The Maine Mobile Health Program has not performed any activities for Pesticide Safety Training because no new farmworkers have arrived and most of Maine's harvests have not started yet. We expect trainings to begin in June.</p>
MN – MET	<p>When clients come into certain offices sometimes, they stay for the WPS training. Some don't because they say they are trained by their employers. Some say they will do it a different time. Example, in Willmar there is still no visitors allowed.</p> <p>We sometimes only talk to people on the phone. When clients come in, they don't want to stay for the trainings.</p>
MT – REO	<p>We are making sure that we are prepared for when our trainings begin in July.</p>
NC – Telamon	
ND – MET	<p>North Dakota Staff has given the training to participants who come into the office asking about services. Most of the trainings have been held in our office.</p> <p>The only challenge is getting a big group together to host the trainings. We used to have them at the Migrant School parent meeting, but with restrictions, less people are now going.</p> <p>Doing the training 1on1 in our office. Reaching out to employers and informing them that we have this training and can travel to their place of employment to conduct the training.</p> <p>We would really like to host big training events in the future.</p>
NE – Proteus	<p>Proteus did not complete any trainings during the quarter encompassing January, February, and March 2022. Due to the cold weather planting of crops does not typically begin until the spring season.</p> <p>Proteus has begun identifying new potential training sites by utilizing the lists of temporary agricultural job postings on the seasonal job.dol.gov website. In addition, with our NFJP outreach Proteus has identified potential detasseling companies during outreach to high schools and colleges.</p>

	<p>Proteus has not encountered any challenges to meet our goals. A barrier that existed for us in 2021 was not having the staff in central Nebraska to do the trainings. Proteus has been proactive and already posted this position and has begun recruitment efforts.</p> <p>Proteus has been working hard to identify new training sites and employers and these efforts will continue into the next quarter.</p>
NH – New England	<p>Staff got certified and is getting organized to start the pesticide training. They still haven't had clients available because we haven't begun the outreach season yet. We hope not to have problems with our goals this coming quarter, and all the staff are excited to start training.</p> <p>In our first activity with the long sleeve shirt drive event, we obtained the amount of 128 shirts raised.</p>
NJ – PathStone	<p>During this quarter, staff conducted four trainings. Growers are starting to call to schedule WPS for the spring.</p> <p>In the last week of March, PathStone staff worked on different activities to promote and collect long sleeve shirts for NLSD. PathStone NJ was able to gather 234 shirts. More people came to drop off more shirts after the deadline. Staff suggested starting promotion for the NLSD a month before next year.</p> <p>We have not encountered any challenges. Fortunately, PathStone staff has established excellent communication with growers in the past. Most growers like to plan ahead of time and schedule their WPS trainings.</p> <p>New trainers that started last year are more confident and comfortable conducting training.</p>
NM – MET	<p>It has been rather difficult starting at ground zero with our offices, program info, and training our staff, and getting our AFOP training as well. we have had staff leave thus having to rehire and start the training cycle again.</p> <p>We do have farmers that feel that the pesticide training is needed however, at the present time the farmers want the training done at the end of the day. The farmworkers themselves don't want the training late in the afternoon.</p> <p>We have fallen short with our AFOP goals due to prioritizing our NFJP programs and our startup has been rough trying to meet goals and use our funding.</p>
NY – PathStone	<p>We have begun trainings amid staff changes and office closures. We have new staff that we are planning to get trained and certified during the second quarter.</p> <p>Our long sleeve shirt drive was a very successful event this year.</p>

OH – PathStone	
PA – PathStone	<p>It has been difficult and continues to be difficult for us to gain access to fields and camps which has limited us to holding trainings at our office which only holds 26 people.</p> <p>The long sleeve shirt drive was a huge hit for us.</p>
PR – PathStone	
SC – Telamon	We should have a better report this upcoming quarter. Our Team members are in the process of scheduling safety trainings.
TX – MET	<p>In El Paso trainings are conducted at Health Fairs, Job Fairs and when a participant comes to the office, we provide AFOP Training. We have seen less traffic in Health Fairs and Job Fairs due to CDC Covid-19 Guidelines but have been successful in reaching out to the MSFW's through our partners.</p> <p>In Crystal City, Uvalde, Eagle Pass and Rio Grande trainings are conducted either in MET offices or at Workforce center. In these areas farmers are still very restrictive about who can enter their farms and jobsites. It has been challenging because farmworkers are still concerned of being exposed to the CORONA virus, many farmworkers are still taking special measures not to bring the virus home to their families. Farmers are also concerned about spreading the virus at their farms or jobsites. However, farmworkers feel more comfortable doing the trainings in an indoor setting.</p> <p>MET participated in the Annual National Long-Sleeve Shirt Drive and was able to collect 1,611 long sleeve shirts for farmworkers in our service areas.</p>
VA – Telamon	<p>Virginia has conducted a total of 16 trainings in the first quarter all located in the Warsaw/Northern Neck region of the state.</p> <p>Due to staff change over this year, we have primarily focused on outreach and staff certifications. Telamon was able to get six new trainers certified the past 3 months. As the harvest season starts progressing, our new certified trainers will be in position to report better numbers for the 2nd quarter of the year.</p> <p>A staff with less than 6 months experience and newly trainer certified has slowed our progress in quarter one. We've been doing outreach and building rapport with key partners the past couple months. This work will enable us to be successful during quarter 3 and 4</p>
VT – PathStone	It is slow going as we are currently providing trainings only to farmworkers that come into the office. We have also just hired a fulltime employee we are hoping to get her trained in the next quarter.
WA – OIC	<p>Staff have partnered with Outreach Workers at their local WorkSource Centers (AJC's) to provide Safety Training on site. More regions have started partnering with their local AJCs to provide this service to MSFWs.</p> <p>We participated in the Long Sleeve Shirt Drive throughout the state, many of our partners assisted in hosting donation boxes. All together we reported 436 shirts.</p>

	<p>Pandemic restriction has still demonstrated to be a challenge in WA State. We have started conducting in person training and provide in person services. We are hopeful this trend continues, and it will open up more training opportunities.</p> <p>It's been a challenge to provide workplace safety trainings, however we have begun to tie the services to the trainings, and we are partnering with early learning centers to provide training to parents and children during their parent meetings.</p>
WV – Telamon	<p>The Telamon Moorefield office covering Hardy, Grant, Hampshire, & Pendleton counties did not conduct trainings from this period due to the harvest season not starting. Trainings are being projected to begin in April 2022.</p> <p>The Telamon office in Moorefield recently had staff changeover, our new trainer has been recently certified this quarter and is reaching out to local agriculture farms to build rapport and outreach for collaboration. Outreach and building rapport with key partners will set our trainer up for success in quarter 2 and 3.</p>
WY – MET	<p>During the winter season most clients were out of state or the country due to the winter season. We made calls to clients and most responses were that they were in Mexico or that there was not much farm work for them to come back to Wyoming to work. A few that I talked to let me know that they were laid off for the winter season and not interested in trainings as well. I found that was my biggest challenge to get clients in for trainings.</p>